

IN THE WORKS

TUNE IN HERE FOR NEWS ABOUT PERSONNEL SYSTEM REFORM IN WASHINGTON

May 2005

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A Great Workforce, Getting Better

LEGISLATIVE ACTION ON STATE EMPLOYEE COMPENSATION

The Legislature passed a budget on April 24 that grants pay raises to both union-represented and non-represented state employees.

The following terms apply to general government employees. Terms vary for higher education employees.

- ★ **Union-represented employees.** Receive a 3.2 percent increase effective July 1, 2005. Another increase of 1.6 percent (except Teamsters, who receive 2.9) is provided effective July 1, 2006, until June 30, 2007, when it expires.
- ★ **Non-represented employees.** Receive a 3.2 percent increase effective September 1, 2005. Another increase of 1.6 percent is provided effective September 1, 2006, until June 30, 2007, when it expires.
- ★ **Salary Survey.** For those employees who lag the most behind market rates (more than 25 percent) in the 2002 Department of Personnel salary survey, funding is provided to increase their pay to within 25 percent of market rate.
- ★ **Job Class Consolidation.** For those employees who will be affected by job class consolidations, salary increases will be granted when necessary for consolidation.

COMPETITIVE CONTRACTING MANUAL UPDATE

General Administration plans to publish its Competitive Contracting Manual in mid-May.

The nine-chapter manual is aimed at a target audience of middle- to executive-level managers.

While all state employees may use elements of the content, General Administration assumes that the primary users would be those involved in making competitive contracting decisions.

The manual was originally scheduled for release in late February, but was delayed in order to allow time for a full final review. ★

Health Insurance

Under the legislative budget, state workers, public-school employees and staff of state colleges and universities will continue to contribute a 12 percent share of their health insurance costs. Because overall premium costs are going up, individual employees will pay higher monthly costs. The state's contribution also will rise in the next biennium. ★

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McLAIN NAMED AS STATE'S NEW CHIEF NEGOTIATOR

Steve McLain has been named the state's new chief labor negotiator. As the new director of the Washington State Labor Relations Office, McLain will represent the governor's office in collective bargaining negotiations with state employee unions beginning summer 2006.

McLain served as the deputy director of the Labor Relations Office through the historic first round of bargaining with state employee unions, which concluded last September.



"I look forward to helping agencies implement the master agreements we negotiated last year," said McLain. "These agreements provide the flexibility managers need to make the kind of changes necessary for improving state government."

Prior to his work at the Labor Relations Office, McLain spent 14 years at the Department of Labor and Industries, where he gained experience in human resource management and program management as a regional administrator.

He has been a state employee most of his career, serving at the Employment Security Department, State Auditor and Attorney General before going to Labor and Industries.

McLain replaces former Labor Relations Director Eva Santos, who was recently named director of the Washington State Department of Personnel. The Labor Relations Office soon will move out of the Office of Financial Management to become part of the Department of Personnel, under Santos' direction.

Both Santos and McLain played leading roles in talks with employee unions last summer.

For more information on collective bargaining and personnel system reform in Washington State government, go to the Washington Works website at www.washingtonworks.wa.gov. ★

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